Chief Ministers' on power sector issues held on May 28, 2007, a Sub-Committee of the Group of Power Ministers has been constituted to look at financing issues, including upgrading transmission and distribution networks. The terms of reference of the Sub-Committee, inter-alia, include making appropriate recommendations regarding broad policy measures and instruments for mobilizing long tenure finances for meeting investment requirements of the power sector. The Sub-Committee is yet to submit its recommendations.

Attrition in NHPC

†267. MS. SUSHILA TIRIYA:
SHRI MOTILAL VORA:

Will the Minister of POWER be pleased to state:

(a) whether Government is aware that the experienced engineers of National Hydro Power Corporation (NHPC) are joining private sector companies;

(b) if so, the reasons therefor;

(c) the number of NHPC engineers at present and the number of those, who have left NHPC, so far;

(d) the likely effects on the projects of NHPC due to leaving of its engineers;

(e) the steps being taken by Government to stop the exodus of engineers; and

(f) whether officers of the NHPC are conducting recruitment camps in engineering colleges to meet the shortage of engineers?

THE MINISTER OF STATE IN THE MINISTRY OF POWER (SHRI JAIRAM RAMESH): (a) and (b) Yes, Sir, due to the renewed interest shown by private developers in the power sector particularly in hydel power, there is a heavy demand in the country for experienced personnel. This has led to a high attrition rate in CPSUs including NHPC.

(c) The details obtained from NHPC regarding the number of engineers at present and the number of engineers who have left NHPC so far, are given below:

No. of engineers at present	No. of engineers who have left NHPC		
	In 2006	In 2007	In 2008 (till 1.10.2008)
1680	61	81	67

(d) NHPC have informed that these attritions are an ongoing process and would not have a significant impact on their ongoing project. Further, NHPC informed that they have been supplementing their team of engineers through internal recruitments and also through campus recruitments to make good the manpower shortfalls.

(e) NHPC have been taken a number of steps to retain their experienced personnel which include:

(i) Formulation of a retention strategy.

(ii) Efforts to enhance its brand image in the areas of its core competence.

†Original notice of the question was received in Hindi.

(iii) Giving a greater impetus to the development and training of its employees.

(iv) Institution of rewards and recognition schemes for its employees who perform well.

(v) Introducing local allowances for the employees posted at remote projects/stations.

(vi) Trying to ensure a tenure based transfer policy for its employees.

(f) Recruitment through campus were conducted for the first time from the institutes selected from those regions, where NHPC is actively involved in developing hydro potential.

NHPC has received requests from top Institutes like IIT - Delhi, IIT - Kharagpur, IIT - Guwahati, IIT - Roorkee and Delhi College of Engineering, Delhi etc. this year for campus recruitment.

Power distribution management system

268. PROF. ALKA BALRAM KSHATRIYA:
SHRIMATI SHOBHANA BHARTIA:

Will the Minister of POWER be pleased to state:

(a) whether Government has decided to connect all the major towns and cities in the country through a complex power distribution management system, to deal with blackouts and thefts;

(b) if so, the facts and details thereof;

(c) whether Government proposes to set up a supervisory control and data acquisition system, to manage every generation and transmission system; and

(d) if so, the details thereof?

THE MINISTER OF STATE IN THE MINISTRY OF POWER (SHRI JAIRAM RAMESH): (a) to (d) The Government have approved the continuation of Accelerated Power Development and Reforms Programme (APDRP) during the XIth Five Year Plan with revised terms and conditions as a Central Sector Scheme. The focus of the programme is on actual, demonstrable performance in terms of loss reduction. Establishment of reliable and automated systems for sustained collection of accurate base line data, and the adoption of Information Technology in the areas of energy accounting are the necessary pre-conditions before sanctioning any projects for strengthening and up-gradation of sub-transmission and distribution networks. Projects under the scheme are to be taken up in Two Parts. Part-A is to include the projects for establishment of baseline data and IT applications for energy accounting/auditing and IT based consumer service centers. Establishment of Supervisory Control and Data Acquisition System (SCADA) can also be taken up in the project areas with population more than 4 lacs and annual input energy of the order of 350 MU. Part-B includes regular distribution strengthening projects. Initially, for the projects under both the parts will be provided through loan (100% for Part-A and 25% for part-B, balance to be raised by state utilities through Financial Institutions, except special category and North-Eastern states, for which under Part-B, 90% loan will be provided) which will be converted into grant on fulfillment of conversion conditionalities, namely:

(i) the entire amount of loan for part-A projects is to be converted into grant once the establishment of the required baseline data system is achieved and verified by an independent agency appointed by Ministry of Power.